



YALE SCHOOL OF MEDICINE

Department of Psychiatry / Psychology Section

Doctoral Internship Policy & Procedures

Anti-Discrimination & Affirmative Action Policy

Revised 01-03-20

1. **Anti-Discrimination-** The Doctoral Internship in Clinical and Community Psychology adheres to the anti-discrimination policy of the Yale School of Medicine, which is as follows:

Yale University is committed to basing judgments concerning the admission, education, and employment of individuals upon their qualifications and abilities and affirmatively seeks to attract to its faculty, staff, and student body qualified persons of diverse backgrounds. In accordance with this policy and as delineated by federal and Connecticut law, Yale does not discriminate in admissions, educational programs, or employment against any individual on account of that individual's sex, race, color, religion, age, handicap or national or ethnic origin; nor does Yale discriminate on the basis of sexual orientation.

2. **Americans with Disabilities Act (ADA) Compliance-** All program training and service provision activities in the Doctoral Internship in Clinical and Community Psychology are conducted within institutions (YSM, CMHC, and YNHH) who adhere stringently to the accommodations required by the ADA. Information regarding the adherence to ADA for each institution are located at their respective webpages: CMHC: <https://www.ct.gov/dmhas/cwp/view.asp?a=2902&q=600822>, YNHH: <https://www.ynhh.org/ynhhs/policies.aspx> and Yale University: <https://equalopportunity.yale.edu/accommodations-program-faqs>. Should an issue arise, each institution has compliance offices (Yale- Office of Institutional Equity and Access; YNHH- Office of Corporate Compliance and CMHC/DMHAS- DMHAS Office of the Commissioner, Client Rights and Grievance Offices) and representatives who can assist in resolving any issues related to adherence or compliance. Finally, Yale University also has Web Accessibility Policy (<https://your.yale.edu/policies-procedures/policies/1605-web-accessibility-policy>) which ensures that people with disabilities are able to independently use a website or web application.

3. **Affirmative Action-** The Doctoral Internship in Clinical and Community Psychology adheres to the affirmative action policy of the Yale School of Medicine, which is as follows:

University policy is committed to affirmative action under law in employment of women, minority group members, handicapped individuals, special disabled veterans, and other veterans. Inquiries concerning these policies may be referred to the Chief Diversity Officer or the Director of the Office of Equal Opportunity Programs.

4. **Statement on Public Documents** – The following statement will appear on the program's website and promotional materials:

Yale University is an Equal Opportunity/Affirmative Action Employer and does not discriminate based on an individual's sex, race, color, religion, age, disability, veteran status, national or ethnic origin, sexual orientation, or gender identity or expression.

